

MOU BRIEFING PAPER #11

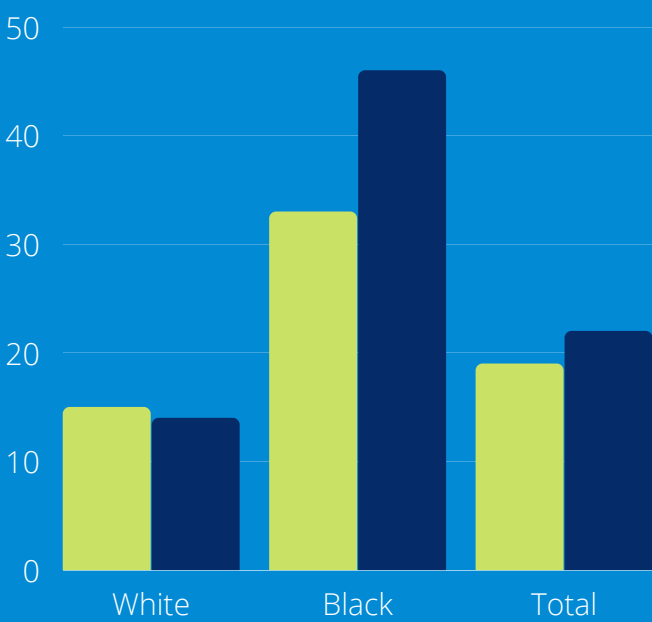
JUNE 2021

IMPROVING EMPLOYMENT OUTCOMES FOR YOUNG BLACK MEN IN LONDON

THE EMPLOYMENT POSITION FOR YOUNG BLACK PEOPLE HAS WORSENEDED SINCE THE START OF THE COVID-19 PANDEMIC.

- For the 12 months ending December 2020, **46% of young black men** in London who were available for and actively seeking work were unemployed, **compared with 14% of young white men.**
- The 2020 unemployment rate for young black men in London increased from 33% for 12 months ending December 2019. The unemployment rate for young white men is similar in both years.

2019 (GREEN) VS 2020 (BLUE)
UNEMPLOYMENT RATE BY ETHNICITY
FOR YOUNG MALES IN LONDON (%)



GRADUATE UNEMPLOYMENT RATES FOR YOUNG BLACK MEN REMAIN SHOCKINGLY HIGH AND OVER THREE TIMES THE RATE FOR YOUNG WHITE MALE GRADUATES.

For the 12 months ending December 2020

55% OF YOUNG BLACK MALE GRADUATES

in the UK who were available for and actively seeking work were unemployed

COMPARED WITH 14% OF YOUNG WHITE MALE GRADUATES.

**55%
vs
14%**

A GREATER PROPORTION OF THE YOUNG BLACK MALE POPULATION IS STAYING IN FULL TIME EDUCATION THAN EVER BEFORE.

69% OF YOUNG BLACK MEN IN LONDON

were **economically inactive** in the 12 months ending December 2020, compared with 47% of young white men.

Some differences between black and white young men in economic inactivity rates are because **young black men are more likely than young white men to be in full time education: 57% compared with 47%**

EVIDENCE FROM THE US SHOWS THAT TARGETED RECRUITMENT INITIATIVES HAVE A POSITIVE EFFECT ON EMPLOYMENT OUTCOMES FOR BLACK MEN

The recent report from the **Commission on Race and Ethnic Minorities (CRED)** highlights US research which found that **commonly used diversity interventions**, such as unconscious bias training, **actually reduce workforce diversity.**

.....BUT THE SAME RESEARCH FOUND

positive diversity impacts from other interventions, not cited in the CRED report. Interventions that improve employment outcomes for black men include targeted recruitment initiatives and having diversity manager posts.

BTEG
BLACK TRAINING & ENTERPRISE GROUP

MOVING ON UP

INFORMATION SOURCES

- Annual Population Survey Jan to Dec 2019 and Jan to Dec 2020. The sample of young black men within the Annual Population Survey is relatively small and figures are therefore subject to a wide margin of error and should be treated carefully.
- Dobbin, F., and Kalev, A., (2016) study of diversity interventions in 829 medium and large firms in US <https://hbr.org/2016/07/why-diversity-programs-fail>
- Dobbin and Kalev findings are partially included in the report of the Commission on Race and Ethnic Disparities <https://www.gov.uk/government/publications/the-report-of-the-commission-on-race-and-ethnic-disparities>